

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

HB 9051 – SB 9029

October 28, 2021

SUMMARY OF BILL: Establishes that an employer's action of placing an employee on involuntary unpaid leave or an unpaid leave of absence from employment is not a reasonable accommodation to an employee's request, for religious or medical reasons, to be exempt from a COVID-19 vaccination requirement, and is, therefore, a discriminatory practice.

Establishes that it is a discriminatory practice to place an employee on involuntary unpaid leave or an unpaid leave of absence from employment without a reasonable and publicly announced expectation of return to fully compensated employment status within reasonable time.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumption:

- The proposed legislation will not significantly impact the workload of the Tennessee Human Rights Commission. Any impact on state or local government expenditures will be not significant.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink that reads "Krista Lee Carsner".

Krista Lee Carsner, Executive Director

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